

**Council on Postsecondary Education
Committee on Equal Opportunities
June 19, 2006**

**Status Report:
Institutional Departments of Public Safety**

The primary role of institutional departments of public safety is to provide a safe environment through assisting and protecting students, faculty, staff, administrators, and visitors on campus and sometimes in the area immediately adjacent to the campus. Institutions submit reports annually to the committee. Beginning with the 2000 report, the Committee on Equal Opportunities has used this particular report as a tool to get a sense of the campus climate for African American students, faculty, and staff. The committee's interest is focused on how the institutions view the interaction between campus police and students in its strategy to increase student retention. The May 2, 2006, report provides a summary of activities between January 1, 2005, and December 31, 2005.

Summary of Reports

Each university reported that the process used to select public safety officers has not changed. New officers receive initial training at the police academy at the Kentucky Department of Criminal Justice Training Center in Richmond, Kentucky. Training typically takes 16 to 18 weeks.

Additionally, officers undergo 40 hours of training annually. The training is provided by in-house staff or at the Department of Criminal Justice Training Center on the Eastern Kentucky University campus. Training and workshops include a variety of topics: cultural diversity, ethics, firearms, hate crime policies, law enforcement, lethal weapons, public safety department philosophy, sensitivity, sexual harassment, and standard operating procedures. Some institutions offer diversity training through their Equal Opportunity Office or Office of Multicultural Student Affairs/Services.

Eastern Kentucky University: The EKU chief of police reports directly to the vice president for student affairs. The assistant chief of police and the assistant director for parking and transportation report to the chief of police. All other employees of the department report to these individuals.

The employment of public safety officers is handled by the EKU Department of Human Resources. The employment process for public safety officers has not changed since 2004.

Public safety provides three primary types of patrol: marked police cruiser, foot patrol, and bicycle patrol. Training for officers not certified by the state, prior to making application, is conducted through the police academy at the Kentucky Department of Criminal Justice Training Center in Richmond. Upon successful completion of the program, officers are sworn in. All training is provided under the supervision of certified field training officers. Officers are evaluated and tested on a regular basis throughout the training program. Officers are assigned duties and responsibilities under the direction of a shift sergeant and lieutenant.

Officers that are eligible (have state certification) are sworn in as police officers upon employment. All officers (certified and non-certified) are required to complete the established departmental field training program.

The Commonwealth requires all officers to attend a minimum of 40 hours in-service training each year to maintain peace officer certification. Officers also receive CPR training and certification, training in first aid defibrillation services, and firearms qualifications. ECU's Office of Multicultural Affairs conducts diversity and sensitivity training workshops.

The Police Department has 28 staff – 23 Caucasians (serving in roles ranging from administrative positions to supervisor/officer, dispatcher, and records officer) and 5 African Americans (employed in positions ranging from supervisor/officer to dispatcher). Dispatchers and records officers do not have arrest authority.

There are 56 categories of citations. Of the 56 categories, 7 are non-traffic offenses and the rest are either traffic/vehicle related or drug/alcohol related. A total of 1,001 citations were issued by ECU police in 2005. Of the citations issued, 887 were issued to Caucasians, 84 to African Americans, 3 to American Indians/Alaskans, 12 to Asian/Pacific Islanders, and the race of 15 individuals was unavailable. The majority of the citations were written for disregarding traffic control devices (202) and no insurance (249). African Americans and Caucasians received the bulk of citations in these two categories: disregarding traffic control devices (African Americans - 16, Caucasians - 222), and no insurance (African Americans - 17, Caucasians - 177). Nineteen citations in both categories were written to students of other races. Seven offenses were classified as "race unavailable." Citations for this group were assault (1), disregarding traffic control devices (4), expired registration (1), no insurance (6), speeding in school zone (1), speeding (1), and summons (1).

Arrests by ECU police fall into 44 categories. A total of 304 arrests were made: 266 Caucasians, 33 African Americans, 1 Asian/Pacific Islander, and the race of 4 individuals was not available. The majority of arrests were for alcohol intoxication (77) and possession of marijuana (30). African Americans and Caucasians were the primary offenders in these two categories: alcohol intoxication (African Americans – 4,

Caucasians - 72) and possession of marijuana (African Americans – 5, Caucasians - 24).

Overall, one can conclude that underrepresented ethnic minorities are not exposed to an unfair environment by law enforcement officials at Eastern Kentucky University.

Kentucky Community and Technical College System: The KCTCS institutions do not have departments of public safety. The institutions do not employ or contract sworn officers as KCTCS personnel. The institutions rely on local and state law enforcement to provide safety and security for campuses as part of their routine activities. Given those relationships, KCTCS institutions do not maintain citation or arrest data but do receive cumulative data related to reports related to the Michael Minger Act from local agencies. The Michael Minger Act reports will be available in August. The KCTCS report is summarized below.

The 16 colleges have established relationships with agencies that serve each campus. Infractions are handled on an individual basis in the local judicial system. KCTCS does not have access to demographic information on local and state law enforcement personnel. There have been no institutional policy changes regarding security and law enforcement on the college campuses.

Overall, one cannot draw any conclusions regarding the environment encountered by underrepresented ethnic students enrolled at community and technical colleges because sufficient data is not available to conduct the relevant analyses. It is recommended that the KCTCS seek opportunities to obtain usable data from the local law enforcement agencies that can be used by administrations to assist with assessing the impact of actions by local and state law enforcement on the retention of students.

Kentucky State University: Kentucky State University has a campus police department responsible for providing security and law enforcement on the campus and in adjacent areas. However, the university did not provide a Department of Public Safety Report.

Morehead State University: The Morehead State University campus police department reports to the vice president of student life. The chief of police reports to the vice president for student life. The chief of police is ultimately responsible for managing the campus police department. The assistant chief of police supervises the detective, shift supervisors, and the dispatchers. The shift supervisors oversee the work of the officers.

MoSU advertises position openings in the local paper and the *Lexington Herald Leader*. The Office of Human Resources also posts vacancies on the MoSU Web site. The process for selecting officers has not changed since 2004. General applicant screening include basic requirements such as must have a valid driver's license, must be 21 years of age, and have a high school diploma. Once a pool is established, more rigorous screening is required.

As applicants transition through the employment process, they must be interviewed, participate in physical agility and psychological testing, and undergo a drug screening. Also, campus police officers must meet minimum standards established by the Kentucky Law Enforcement Council. These standards apply to all peace officers in Kentucky.

MoSU requires newly sworn officers to comply with the minimum training standards established by the Commonwealth. On-going training requires a minimum of 40 hours of in service and 16 hours of enhanced telecommunications education. Officers receive initial training at the Department of Criminal Justice Training Center in Richmond, Kentucky.

Officers receive six hours of diversity training as part of the minimum 40 hours of professional development and the police basic academy at the Department of Criminal Justice Training Center in Richmond, Kentucky. MoSU provides all university employees broad training in diversity-related issues during new employee orientation.

Officers interact with students in various capacities: New Student Days, SOAR, open house activities, MSU 101, self-defense classes, escorting students during “take back the night” events, and general patrol of campus areas.

The police department has 25 staff. There are 24 Caucasians, serving in roles ranging from chief of police to traffic specialist. There is one African American staff person in the lieutenant position.

There are 17 categories of citations. A total of 116 citations were issued by MoSU police—107 were issued to Caucasians, 7 to African Americans, and 2 to other races. The majority of the citations were written for alcohol intoxication (32) and DUI (34). Caucasians received citations in the two areas where the majority of the citations were written (alcohol intoxication-31 and DUI-33). African Americans received citations ranging from no proof of insurance to DUI to disorderly conduct. The university reported that all citations were enforced—there were no dismissals. By comparison, the university noted that citations issued in 2004 show that 128 citations were issued (9 to African Americans, 117 to Caucasians, and 2 to other racial groups).

There were 10 categories of arrests. There were 97 arrests made by MoSU police: 6 were African American, 89 were Caucasians, and 2 were other races. The majority of the arrests included alcohol intoxication (32) and DUI (34). Caucasians were overwhelmingly arrested in these two categories: alcohol intoxication (31) and DUI (33). African Americans were arrested for offenses ranging from DUI to disorderly conduct. When compared to arrests made in 2004, the data revealed that 113 arrests were made by MoSU police: 8 were African American, 103 were Caucasian, and 2 were other. There appears to be no significant variation in the treatment or environment for ethnic minority students, faculty, or staff.

These data are also used by MoSU to report compliance under the Clery Act and the Minger Act. The information is shared with the Campus Environment Team.

Disposition of cases is the prerogative of the judicial system; the majority of the cases result in students performing community service. Some coordination exists between the judicial system and the university. The dean of students typically interfaces with the court system to place students in community service positions. Students violating university policy, as well as state laws, are subject to disciplinary action from the university, as well as the punishment imposed by the courts. No changes have been made to the Student Conduct Code based on analysis of these data.

Overall, one can conclude that based on the data analysis African American students, faculty, staff, and administrators have not received disparate treatment as members of the MoSU campus community.

Murray State University: Murray State University reported that the director/chief of police reports to the vice president for finance and administrative services. The captain reports to the chief of police, and the operations lieutenant reports to the captain. All other employees of the department report to the investigations lieutenant and sergeant. The public safety department has two divisions—university police and parking management. The two divisions overlap to provide services to the university community.

Like other institutions, MuSU officer selection is handled through the Human Resources Department and must meet minimum standards established by the Commonwealth for all law enforcement officers. Training for new officers is completed over six months and includes orientation on departmental philosophy, policy and procedures, and distinctive university policing resources. A weekly evaluation is given to each officer during the first three months and a bi-monthly evaluation during the second three months. Officers that are not certified are scheduled to attend the Kentucky Department of Criminal Justice Training's basic police academy.

Ongoing training for officers includes but is not limited to: complete reviews of selected standard operating procedures, firearms training, lethal weapons training, hate crime policy, and public safety department mission/philosophy. Diversity training is conducted as part of the basic training curriculum. The public safety department interfaces with students on a regular basis. Cases are adjudicated through the Office of Student Affairs, Housing, and Judicial Affairs. The department also promotes specific initiatives to provide further responsiveness to students.

The police department has 38 staff—36 Caucasians serving in roles ranging from captain to patrol officers to dispatchers. There are two minorities in the department—one African American and one Hispanic – who are employed as patrol officers.

MuSU provided an abbreviated summary of citations and arrests. The report did not include a breakout of categories for citations or arrests. A total of 71 citations were issued—59 to Caucasians, 11 to African Americans, and 1 to an Asian/Pacific Islander. When compared to the 47 citations issued in 2004—40 to Caucasians and 7 to African Americans—there is no discernable variation in law enforcement for African Americans. Because no further detailed information was available on types of citations issued or the disposition of citations, the staff was unable to assess the treatment of ethnic minorities in those areas.

Likewise, a condensed synopsis was provided for arrests. There were 66 arrests—47 (71%) were Caucasian and 19 (29%) were African American. When compared to 2004 data, arrests of African Americans appeared to increase in 2005 while arrests of Caucasians decreased. Seventy-one arrests were made in 2004—59 Caucasians (88%), 11 African Americans (12%), and 1 Asian (< 1%). The report did not include a description of the arrests or a discussion of their disposition and, therefore, no inference can be drawn regarding the resulting treatment of ethnic minorities.

Officers complete a vehicle stop reporting form as an additional measure to provide a demographical summary of occurrences. The department passes information on to public safety officers during shift briefings and supervisory meetings. Information regarding incidents, citations, and arrests is shared with affected university areas such as housing/residence life and student affairs. The department has on-going conversations with local, state, and federal law enforcement agencies.

The university disciplinary process for students is managed and administered by the Office of the Vice President for Student Affairs. There is no formal connection to the criminal court process. The MuSU report concludes that information contained in the 2005 report, in comparison to the 2004 report, suggests that similar trends occurred in both traffic and criminal actions.

Overall, while the MuSU report concludes that the treatment of ethnic minorities was similar in 2005 to that reported in 2004, the data analysis shows a significant increase in African American arrests from 2004 (12%) to 2005 (29%). There is insufficient detail to ascertain whether the differences in types of action infer a difference in treatment of ethnic minorities.

Northern Kentucky University: Northern Kentucky University reported that the director is responsible for management of the department and the assistant director supervises the police sergeants and manages day-to-day operations of the five sections that make up the department. There are 25 staff—16 sworn police officers and 9 non-sworn employees. The department is composed of six sections (administrative, patrol, investigations, community outreach, records management/police dispatch, and facility guard). There are two African Americans on staff with the NKU police department—one sergeant and one sworn police officer.

The process for officer selection has not changed. Positions are listed on the NKU Web page and in local papers. New officers must complete 18 weeks of training at the Department of Criminal Justice Training Academy unless the new hire has already been certified as a police officer by the Commonwealth. After successfully graduating from the academy, each officer completes a 14-week in-house field training program with the NKU police department before beginning routine duties.

NKU is the single institution to highlight a list of partnerships and strategies to recruit minority candidates to the university police department—for example, collaboration and outreach to the KSU police department, as well as the KSU student population. The report provides a demographic profile of the department, a description of the employment categories, and job descriptions of the officers.

Officers also receive additional in-service and specialized training, including the yearly minimum 40 hours of training offered by the Department of Criminal Justice Training Center. Training also is available to the university through the citizen police academy. Officers attend an in-house resident assistant training program with residential life each summer. The training helps build relationships between officers and the residential life community. The police department interfaces with African American fraternities and other organizations to form partnerships to address potential problems that may confront minority students.

The NKU report includes comparative data on citations issued in 2004 and 2005. 363 citations were issued in 2005—320 (88.2%) to Caucasians and 37 (10.2%) to African Americans. 408 citations were issued in 2004—367 (89.9%) to Caucasians and 31 (7.6%) to African Americans. The report noted that the disposition of citations could not be provided.

A total of 105 Caucasians, 10 African Americans, and 1 Asian American were arrested for various offenses ranging from DUI (23 Caucasians) to criminal possession of a forged instrument 3rd degree (22 Caucasians and 1 African American), alcohol intoxication (9 Caucasians and 1 African American), operating on a suspended or revoked license (2 Caucasians and 3 African Americans), possession of marijuana (3 African Americans), and possession of Alcohol by a minor (18 Caucasians).

The NKU data is shared internally by the department of public safety as part of the in-service training program. There has not been a significant change in the departmental policies regarding the issuance of citations or the number issued to minorities. The data indicates that minority students were less likely to receive a citation in 2005 than in 2004. In 2005, 363 traffic violations occurred in the campus community; only 43 (11.8%) were issued to minority subjects compared to 31 (18%) the previous reporting period. While 116 criminal charges were processed through the Commonwealth Attorney's Office in 2005, only 11 (9.5%) of the charges were made against minorities compared to 16 (16%) during the previous reporting period.

Overall, the data supports a conclusion that African Americans are not subjected to an uneven enforcement by campus police.

University of Kentucky: The University of Kentucky reported that the university police department is an administrative unit under the executive vice president for finance and administration, reporting directly to the associate vice president for campus services. The major reports to the chief of police; the captain of operations, captain of support, and captain of the medical center report to the major. The three captain positions supervise and oversee patrols, communications, and security staff, respectively.

The process for officer selection has not changed and, similar to the requirements identified by other institutions, complies with all statutory requirements for qualifications and training for police officers. All UK police personnel receive diversity training through the Equal Opportunity Office on a three-to-five year rotation. The training is in addition to that provided by the Department of Criminal Justice. Officers hired as supervisors or obtaining supervisory responsibilities by promotion must attend mandatory human resource development training titled SuperVision. The training develops an awareness of cultural differences and a better understanding of why it is important to be accepting of all individuals.

UK police interface with students on a regular basis. For example, the department sponsors campus-oriented police programs such as Adopt-A-COPP where each residence hall is assigned a police officer. 12-20 officers volunteer annually for this program.

The UK Police Department has 92 staff; 79 are Caucasian, 12 are African American, and 1 is other. Caucasians are employed in various positions: administrative staff officer (1), office and clerical support (3), service and maintenance police captains (3), police lieutenants (4), police sergeants (3), police major (1), police officers (23), police communications (8), police detectives (5), security workers (2), security supervisors (2), security assistant supervisors (3), and security officers (21). African Americans are employed in these positions: police chief (1), police officers (3), police communications (2), security supervisor (1), security officers (4), and assistant security director (1). One individual, classified as other, is employed as a security officer.

In 13 categories of citations, 1,736 citations were issued in 2005—1,460 (84.1%) were issued to Caucasians and 221 (12.7%) to African Americans. Most citations were for speeding (593) and expired registration (207). African Americans received citations ranging from speeding to disregarding a traffic control device. Caucasians received citations primarily for speeding and expired registration. Comparison data for citations issued in 2004 show that 2,176 citations were issued—86.4% to Caucasians, 12.1% to African Americans, and 1.5% to other racial groups.

The 2005 arrest summary included 14 categories. A total of 724 arrests were made—634 (87.6%) were Caucasian, 79 (10.9%) were African American, and 1.5%

identified as other. The majority of the arrests included alcohol intoxication (339) and DUI (148). Caucasians were more likely to be arrested in the categories of alcohol intoxication (325) and DUI (141). African Americans were arrested for offenses ranging from alcohol intoxication (11) to theft crimes (9). Comparison information for arrests made in 2004 revealed that 924 arrests were made—86.8% were Caucasian and 11.7% were African American. In 2005, of the six African Americans arrested for drug offenses, only one African American was identified as having his case pending.

The UK police department does not track the disposition of cases outside of the institutional data. Information on dispositions of citations and arrests that were adjudicated by university officials under the code of student conduct is included in the 2005 citation and arrest summary reports. The 2005 citation and arrest information is to be presented to the Campus Environment Team at the next meeting. The CET will assess the information and make necessary recommendations to university officials.

In conclusion, analysis of the 2004 and 2005 report indicates that no disparity exists, based on race, in the enforcement of the laws by the University of Kentucky police department. The university report demonstrates improved use and infusion of the data in development of university programs and policy implementation.

University of Louisville: The organizational chart provided by the University of Louisville shows that oversight of the campus police department rests with the vice president for business affairs. The organizational structure displays a classical structure of vertical command and lines of communication. Some horizontal communication exists and is encouraged between the hierarchical and line positions. The patrol officer-senior, director, and fire marshal report to the associate vice president for business affairs. All other public safety department positions report to either the major of administration or the major of operations.

The process for officer selection has not changed and is similar to the requirements identified by other institutions to comply with statutory requirements for employment and training for police officers. The department also undergoes annual diversity training. All officers are sent to one or two 40-hour classes certified with the Department of Criminal Justice Training, with 80-100 hours of training per year. Officers also participate in community policing strategies, which include interaction with students in topics such as personal safety and alcohol and drug abuse program. The university also conducts topical presentations for local high schools and civic and church organizations.

The police department has 57 staff—44 male, 11 female, and 2 with sex unidentified; 43 are Caucasian, 14 are African American. Minorities serving with the university police department include 1 specialist, 2 commanders, 5 officers, 4 non-sworn security officers, 1 telecommunication, and 1 cadet.

Of the 255 citations issued in 2005, most citations were for expired registration (40) and criminal trespass (29). Caucasians were issued 87 citations and African Americans were issued 33 citations. Comparison data for 2004 showed that 183 citations were issued – 94 to Caucasian non-affiliated individuals, 17 to Caucasian students, and 1 to Caucasian faculty – compared to 52 issued to African American non-affiliated individuals and 7 to African American students. Citations were not issued to African American students or faculty members.

A total of 129 arrests were made in 2005—69 were Caucasian and 55 were African American. Of the 129 arrests, 61 occurred at the Belknap Campus while 68 occurred at the Health Science Campus. Police arrested 26 Caucasian non-affiliated individuals, 2 Caucasian students, 25 non-affiliated African Americans, 5 African American students, and 1 African American staff at the Belknap Campus. Data for the Health Science Center Campus shows that 41 arrests were made to Caucasian non-affiliated individuals and 24 non-affiliated African Americans. Comparatively, student citation and arrest information shows that a total of 10 citations were issued to Caucasian students at the Belknap Campus and 1 Caucasian student at the Health Science Campus. Three African American students were issued citations at the Belknap Campus and 1 at the Health Science Campus. UofL did not provide additional information that offered a description of the citations issued, or arrests made, nor did the institution provide the disposition of citations or arrests.

The Department of Public Safety shares the data with student life and student housing. Information concerning arrest and citations involving faculty or staff is shared with the university administration. The university did not describe any formal interface with local law enforcement to discuss the treatment of students.

Overall, analysis of the 2004 and 2005 reports indicate that no disparity exists based on race in the enforcement of the laws by the University of Louisville police department. The university report demonstrates improved use and infusion of the data analysis into policy implementation.

Western Kentucky University: The Western Kentucky University organizational structure shows that the chief of police reports directly to the vice president for student affairs and campus services, and the major for field operations position reports to the chief of police. The captain of patrol command and the captain of investigations command report to the major for field operations. The caption for communications staff services command reports to the chief of police. All other employees of the Department of Public Safety report to these individuals.

The process for officer selection has not changed and is similar to the requirements identified by other institutions to comply with statutory requirements for employment and training for sworn police officers. The department also undergoes annual diversity training. Officers are required to complete 40 hours of training annually.

The police department has 23 sworn officers—3 African American including the chief and captain, 1 Caucasian female (patrol officer), 2 Hispanic males (patrol officers), and 17 Caucasian males (majors, captains, sergeants, detectives, and patrol officers). One patrol officer position is vacant. Thirteen civilian staff includes communication officers, clerical and parking enforcement personnel—1 African American female, 10 Caucasian females, and 1 Caucasian male.

Of 743 citations issued in 2005—119 (16.2%) were issued to African Americans, 598 (80.48%) to Caucasians, 15 to Hispanics, 6 to Asians/Pacific Islanders, and 5 to others. There were 192 arrests—141 Caucasians, 34 African Americans, 13 Hispanics, and 4 Asians/Pacific Islanders. The data indicates that of 174 Asian/Pacific Islanders, 4 were given citations and 3 were arrested; of 1,591 African Americans, 54 were given citations and 19 were arrested; of 197 Hispanics, 3 were given citations and 1 was arrested; of 60 American Indians/Alaskan Natives, none were cited or arrested; of 15,897 Caucasians, 271 were given citations and 67 were arrested; of 563 non resident aliens none were cited or arrested; and of 163 persons whose race is not identified, none were cited or arrested. Among the 18,645 students enrolled at WKU, 332 were cited and 90 were arrested.

Overall, one can conclude that underrepresented ethnic minorities are not exposed to an unfair environment by law enforcement officials at Western Kentucky University.

Institutional representatives have been asked to be present at the June 19 CEO meeting to respond to questions or provide more detail regarding the institutional reports.

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